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Certification for a
Complaint to the Washington State Public Disclosure Commission Relating to a
Violation of RCW 42.17.680

I certify (or declare) under penalty of perjury under the laws of the State of Washington that the facts set forth in this attached complaint are true and correct.

Your signature: Katherine Bourdonnay

Your printed name: Katherine Bourdonnay

Street Address: 8624 33rd St. W., University Place, WA 98466

Telephone number: (253) 759-0487

E-Mail address: Gibranfan2@aol.com

Date Signed: December 13, 2006

Pace Signed: University Place, Pierce County

- RCW 9A.72.040 provides that "(1) A person is guilty of false swearing if he makes a false statement which he knows to be false, under an oath required or authorized by law. (2) False swearing is a misdemeanor."

COMPLAINT ATTACHED

Formal Complaint to the Washington State Public Disclosure Commission
Pursuant to R.C.W. 42.17.680

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Public Disclosure
Commission

Employer: Tacoma Goodwill Industries
714 S. 27th St.
Tacoma, WA. 98409

CEO: Ms. Terry Hayes thayes@tacomagoodwill.org
HR Dir: Ms. Janie Pierce jpierce@tacomagoodwill.org
HR Mgr: Ms. Lisa Vleiger lvleiger@tacomagoodwill.org
Supervisor: Mr. John Tye, Education & Training Manager jtye@tacomagoodwill.org
Dept. Dir: Mr. Richard Corak, Director of Workforce Development
rcorak@tacomagoodwill.org

Phone: (253) 272-5166

Submitted by: Katherine Bourdonnay, Complainant
8624 33rd St. W.
University Place, WA 98466
(253) 759-0487
Gibranfan2@aol.com

COMPLAINT

I was employed by Tacoma Goodwill Industries as ESL (English as a Second Language) Program Coordinator from Nov. 17, 2003 to Nov. 7, 2006. On Nov. 7, 2006, I was advised by Ms. Lisa Vleiger, Human Resources Manager of Tacoma Goodwill Industries, that my employment was being terminated due to my opposition to the candidacy of Mr. Donald L. Anderson, then candidate for the Washington State Legislature, 28th District.

My termination took place at a meeting attended by myself, Ms. Vleiger and my immediate supervisor, John Tye. At the outset of the meeting, Mr. Tye asked me if I had called a member of Goodwill's Board of Directors, Don Anderson. Initially, I did not recognize the name. Then I asked if he was a candidate for office. When it was confirmed that he was a candidate in the current election for Washington State Legislature, I said I had called his campaign headquarters and left a message to complain about his extensive use of Goodwill's name and image in his election materials and to let him know I certainly would not be voting for him.

I believed the use of a picture of Mr. Anderson in front of the Lacey Goodwill store, a picture of him at the annual Goodwill Breakfast meeting and a written endorsement by a prior President of the Board of Directors of Goodwill either constituted an improper

endorsement of Mr. Anderson's candidacy by a 501 (c) (3), or was intended to give the false impression to the public that he was being endorsed by Goodwill. I indicated in my phone message to Mr. Anderson's Campaign Headquarters that I disapproved of his campaign literature and that I certainly was not going to vote for him.

I called Mr. Anderson as a voter, on my own time, from my home, on my own phone, in response to his unsolicited campaign literature which was delivered to my home through the mail.

Ms. Vleiger told me that Mr. Anderson had used caller ID to identify who had called; that he, in turn, had called Terry Hayes, CEO of Tacoma Goodwill Industries, to complain. As a result, Ms. Hayes decided to fire me.

I found it difficult to believe that my actions as a private citizen opposing an individual who had put himself in the public arena by becoming a candidate for public office could cost me my job. So, I reiterated for Ms. Vleiger the following and asked her if these were grounds for firing me:

1. that Mr. Anderson, a past President of the Board of Directors and current ex officio member, was a candidate for public office,
2. that I had received his campaign literature at my home address through the mail,
3. that I had called the number on the literature listed as his Campaign Headquarters to complain about his material and to indicate I would not be voting for him.
4. that I called from my own home, on my own time and that I had not identified myself as a Goodwill employee
5. that Mr. Anderson traced my call through caller ID and complained to my employer, and
6. that as a result I was being fired.

Ms. Vleiger confirmed this. She said Terry Hayes had determined this to be "unprofessional conduct" on my part and grounds for termination.

As I could still not quite believe that these were legitimate grounds for termination, I asked Ms. Vleiger to put these points in writing. She said she would.

Several days after my termination, I wrote to Ms. Vleiger reminding her of her statements during my termination and asking her again to provide me with a letter confirming these as the reasons for my termination.

I subsequently received a call from Ms. Vleiger in which we discussed several housekeeping details such as severance pay, vacation pay, etc. I asked Ms. Vleiger if Goodwill would be contesting my unemployment claim and she said she had discussed the situation with her supervisor, Janie Pierce, Human Resources Director, and they had concluded that my termination was the result of "an unfortunate series of events" and they would not contest my unemployment claim.

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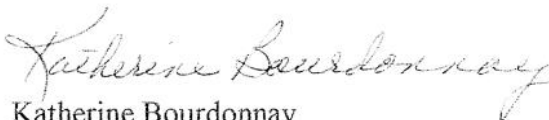
Public Disclosure Commission

On or about Nov. 17, 2006, I received a letter from Janie Pierce, HR Director, dated Nov. 16, 2006. Ms. Pierce confirmed my termination. However, far from confirming the reasons given to me in my termination meeting of Nov. 7th, i.e. the complaint from Mr. Anderson about my opposition to his candidacy and Ms. Hayes' decision to terminate me for my opposition to his candidacy, I was now told that my termination was due to "repeated conduct inconsistent with a Goodwill professional."

I requested a copy of my personnel file from Goodwill and there is no indication in my file of any unprofessional conduct. Indeed, my employment history at Goodwill is one of excellent evaluations, the latest being a perfect 100%, several awards including Safety Employee of the Year for 2004, congratulatory emails from managers and store managers familiar with my work, many Thank You cards from my students and a handwritten Thank You note from Ms. Terry Hayes acknowledging my hard work on behalf of Goodwill.

Although Goodwill will now not commit in writing to the reasons given for my termination in the meeting of Nov. 7, 2006, I believe my employment was terminated in retaliation for my political activity opposing the candidacy of Mr. Don Anderson for public office and because of Mr. Anderson's personal complaint to my employer. If asked, I would hope that Ms. Vleiger and Mr. Tye would confirm these facts.

I believe the action taken by Tacoma Goodwill Industries in terminating my employment was retaliation for my opposing a political candidate and, as such, constitutes discrimination in violation of R.C.W. 42.17.680. I request that the Public Disclosure Commission investigate my complaint in this matter.



Katherine Bourdonnay
Dec. 13, 2006